

## Gender Pay Gap Statement

The Whitgift Foundation known as John Whitgift Foundation (the “Foundation”) is required by law to publish an annual gender pay gap report. This report is based on earnings for those employed by the Foundation on 5 April 2019.

The Foundation is a charity based in Croydon. We educate students in our three schools; provide advice and support to carers through the Carers Information Service and provide care for older people in our three care homes.

The Foundation is an equal opportunities employer and believes in treating all staff fairly and equally, whatever their sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We employ approximately 1,000 employees in a wide range of roles across the organisation from care assistants in our care homes, who are predominantly female, to teaching professionals in our schools.

The Foundation aims to attract staff with the right skills and qualifications for the roles within the organisation and pay competitive salaries consistent within the respective sector, resulting in the rates of pay for care assistants being relatively low compared to the majority of staff employed within our schools, many of whom are qualified teaching professionals who command a higher rate of pay.

Our gender pay gap data at 5 April 2019 is as follows:

	Whitgift Foundation	National figure (ONS 2019)
Mean gender pay gap	16.91%	17.3%
Median gender pay gap	23.15%	

Pay quartiles	Percentage of males	Percentage of females
First (lower) quartile	27%	73%
Second quartile	37%	63%
Third quartile	45%	55%
Fourth (higher) quartile	57%	43%
No bonuses are paid within the organisation		

*The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*

We will continue to review the remuneration of our employees across the Foundation to ensure that we maintain parity for work of equal value and positively encourage a gender diverse workforce across all areas of the organisation.

I confirm that the information in this statement is accurate.



**Martin Corney**  
Chief Executive